



## UMPIRES' CODE

This Code outlines the standards that umpires in Scotland must uphold. The purpose of the Code is to set out the standards expected of umpires individually and collectively, to provide guidance about interaction between umpires, and between umpires and others involved in cricket. In this Code, references to “colleagues” includes scorers and match referees, unless the context suggests otherwise.

It is hoped that the Code will help to create a positive environment in which umpires can enjoy their umpiring and in which they can work to improve their umpiring and improve the standard of umpiring in Scotland generally. It is also hoped that it will provide a mechanism to reinforce the professionalism our umpires already show in their activities.

The Code is broken down into a number of sections, each containing a number of statements, which, taken together, signify what good practice is in each of the areas. There is inevitably a degree of overlap between what is expected in the different sections.

### **1. LEADERSHIP AND ACCOUNTABILITY.**

You must help the team achieve its wider goals. Where possible, you should do so in a way that inspires the team to achieve even higher standards than it has set for itself. Celebrate your own achievements and those of your colleagues, but be accountable for your actions.

	<b>You are expected to:</b>	<b>To achieve this you must:</b>
(1)	Promote the game, umpires, and umpiring in Scotland.	<ul style="list-style-type: none"><li>• promote umpiring and umpires at all times by exhibiting a professional attitude at all times</li><li>• promote any umpiring organisation to which you belong and other umpires whenever you have the opportunity to do so, for example by conducting sessions at meetings when asked</li><li>• reflect on how umpiring in Scotland can be improved and discuss your thoughts with colleagues</li><li>• speak to other people involved in the game to see if there is anything you can do to improve their enjoyment of the game</li></ul>

(2)	Demonstrate leadership on and off the field.	<ul style="list-style-type: none"> <li>• be on time for all events, meetings, and matches, and wear appropriate clothing at all times</li> <li>• work co-operatively with your colleagues in accordance with this Code of Conduct, put the team ahead of yourself, and offer motivation, vision, and guidance to your colleagues, as appropriate</li> <li>• keep calm under pressure, be able to explain your decisions calmly and efficiently on the field, but own up to your mistakes when necessary</li> <li>• where there is an interruption in play, carry out necessary calculations without waiting for someone to direct you to do so</li> <li>• be able to support and justify decisions based on the Laws of Cricket, the applicable Playing Regulations, and logic after the game, but also be willing to recognise when you have made mistakes</li> <li>• be prepared to offer sensible and workable solutions if you identify any problems</li> </ul>
(3)	Be accountable for your actions.	<ul style="list-style-type: none"> <li>• put the team first, value team considerations, and always try to adhere to the terms of the Code of Conduct</li> <li>• be able to support and justify your actions based on the Laws of Cricket, the applicable Playing Regulations, this Code of Conduct, and logic</li> <li>• when you make a mistake, accept it, reflect on what happened, and consider how the risk of repetition can be reduced</li> </ul>

## **2. COMMUNICATION AND TEAMWORK.**

You must communicate effectively with colleagues, and work co-operatively with them, sharing skills, knowledge, and experience with them. You must also communicate and interact appropriately and effectively with players, coaches and others involved in the game in order to ensure that the game is played in accordance with the Laws of Cricket and the Spirit of Cricket. Without good communication, what is otherwise good decision-making can be undermined.

	<b>You are expected to:</b>	<b>To achieve this you must:</b>
(4)	Communicate effectively and work co-operatively with colleagues and others involve in the game.	<ul style="list-style-type: none"><li>• accept invitations to meetings when you can, attend them at the agreed time, and participate fully and constructively in any discussion</li><li>• listen to and respect your colleagues' and other people's points of view, recognise the various cultures of your colleagues and others around you, and answer colleagues' questions honestly, positively, and constructively</li><li>• contribute fully to discussions, try to explain your views as fully as possible, particularly where you have a different point of view that others may not have considered, and abide by any collective decision reached by your colleagues</li><li>• be prepared to offer solutions if you identify problems</li><li>• discuss arrangements such as applicable regulations, match clothing, arrival time, and so on, with your colleagues before the match</li><li>• communicate effectively with your colleagues before, during, and after the match in accordance with this Code of Conduct</li><li>• engage with coaches, captains, and players, during any match</li></ul>

		<p>but ensure that you do not undermine colleagues in doing so</p> <ul style="list-style-type: none"> <li>• communicate effectively and clearly with coaches and captains during difficult times in matches, such as during interruptions for ground, weather, and light</li> <li>• take opportunities to enjoy the company of the rest of the team, for example after a match or after each day's play in a multi-day game</li> <li>• take opportunities to enjoy the company of others involved in the game, for example after matches</li> </ul>
(5)	Share your skills, knowledge, and experience for the benefit of others.	<ul style="list-style-type: none"> <li>• offer motivation, vision, and guidance as appropriate to your colleagues, particularly less experienced colleagues</li> <li>• discuss any issues that are likely to arise in the match with your colleagues before it starts, and agree how you will deal with matters that arise in the course of the game</li> <li>• offer assistance to your colleagues with decision-making during the game (for example, from the striker's end) in line with any pre-match discussion, and acknowledge any such assistance received from your colleague</li> <li>• encourage your colleagues by highlighting their positive contribution, and by providing positive and constructive feedback to your colleagues when asked</li> <li>• be prepared to discuss issues arising with others, including colleagues, coaches, captains,</li> </ul>

		players, and others, in order to allow them to gain a better understanding of the issues facing umpires and how we deal with them
(6)	Be accountable for your decisions on and off the field.	<ul style="list-style-type: none"> <li>• put the team first and value team considerations above all others</li> <li>• be able to support and justify decisions based on the Laws of Cricket, the applicable Playing Regulations, and logic</li> <li>• discuss your performance after the match with colleagues, boundary assessors, and others whose opinion you value, and actively seek feedback</li> <li>• critically analyse your performance, carrying out regular self-assessments, and reflect on the good and bad aspects of your performance</li> <li>• when you make a mistake, accept it, reflect on what happened and why, and consider how the risk of repetition can be reduced</li> </ul>

### 3. PRIDE IN PERFORMANCE.

You must take pride in your appearance and your performance. You must maintain a professional appearance at all times during any day when you are umpiring. You must maintain high standards of behaviour and decision-making at all times. You must of course maintain high standards in high-pressure situations but you must also maintain standards at all other times. You should seek opportunities to improve both. When you have the opportunity to do so, you should try to promote the game of cricket and the role of umpires in Scotland.

	<b>You are expected to:</b>	<b>To achieve this you must:</b>
(7)	Ensure that you maintain a professional appearance and demeanour at all times and that you work as a team with your colleagues.	<ul style="list-style-type: none"> <li>• be on time for all events, adhere to any arrival time stipulated in Playing Regulations or agreed with your colleagues in advance, and project a positive and professional demeanour</li> </ul>

		<p>throughout the day</p> <ul style="list-style-type: none"> <li>• wear appropriate clean, presentable clothing to the ground, and during the match, including any branded clothing applicable to the match, and make sure you look like a team at all times</li> <li>• be mindful of the possibility that some colleagues (particularly those who are new to umpiring) may not have all the required clothing, and try to carry with you some spare kit</li> <li>• behave towards your colleagues and others as you would expect them to behave towards you, even in the face of challenging behaviour</li> </ul>
(8)	<p>Seek to maintain high standards of behaviour and decision-making at all times.</p>	<ul style="list-style-type: none"> <li>• before the start of the season, set out your aims for that season</li> <li>• accept responsibility for your actions and decision-making, always seek to improve your performance, and admit to your mistakes</li> <li>• demonstrate a high standard of behaviour towards players, even if they are showing dissent at your decisions or otherwise exhibiting challenging behaviour</li> <li>• discuss your performance after the match with colleagues and others' whose opinions you value, and actively seek feedback from them</li> <li>• reflect on any discussion with the match referee or boundary assessor after the match, actively seek feedback from them, and discuss any issues you are uncertain about</li> </ul>

		<ul style="list-style-type: none"> <li>• reflect on any written report by a boundary assessor following the match, and actively seek feedback from them, if necessary, for example if the terms of the report go beyond the terms of any post-match discussion</li> <li>• critically analyse all feedback received from others, decide which to accept and which to reject, and be able to justify your decision as to which aspects you accept and which you reject</li> <li>• carry out self-assessments regularly and in doing so be honest with yourself about what went well and what went less well so that you can set realistic and achievable targets for improvement in the future</li> <li>• at the end of the season, review your pre-season plan, and reflect on what you have achieved and what you are working towards achieving</li> </ul>
(9)	Promote the game of cricket and umpiring in Scotland whenever you have the opportunity to do so.	<ul style="list-style-type: none"> <li>• promote umpiring and umpires at all times by maintaining a professional appearance and by exhibiting a professional attitude at all times</li> <li>• accept invitations to speak with clubs and other organisations</li> <li>• promote any umpiring organisation to which you belong and other umpires whenever you have the opportunity to do so, for example by conducting sessions at meetings when asked</li> </ul>

#### 4. TRUST AND RESPECT.

You must show trust and respect for your colleagues, their views, and their decisions. You must also show trust and respect for others involved in the game, including coaches, captains, players, and spectators, but always be mindful of your colleagues' feelings and views in your interactions with others.

	<b>You are expected to:</b>	<b>To achieve this you must:</b>
(10)	Participate fully in meetings with colleagues, express your views, respect theirs, and abide by any decisions reached.	<ul style="list-style-type: none"> <li>• accept invitations to meetings when you can, contribute fully to discussions at those meetings, try to explain your views as fully as possible, particularly where you have a different point of view that others may not have considered, and abide by any collective decision reached by your colleagues</li> <li>• listen to and respect other people's points of view, recognise the various cultures of each team member and others around you, and try to understand how any differences in background and experience might affect their point of view</li> <li>• answer colleagues' questions honestly but positively and constructively</li> </ul>
(11)	Show respect for your colleagues, trust their judgment, and provide support to them when necessary.	<ul style="list-style-type: none"> <li>• provide positive support for the individuals and for the group as a whole</li> <li>• honour pre-match agreements during the match, offer assistance during the game and acknowledge assistance received from your colleagues</li> <li>• where appropriate, accept your colleague's judgment, make the appropriate call based on their advice, and acknowledge their assistance</li> <li>• where appropriate, take into account your colleague's advice,</li> </ul>

		<p>but form your own independent view, and, whatever your decision, acknowledge their assistance</p> <ul style="list-style-type: none"> <li>• assist your colleagues with Code of Conduct issues that arise in the course of games, including completing necessary paperwork and attending hearings</li> <li>• celebrate your colleagues' success and positive performances, and acknowledge when they do the same for you</li> <li>• not take things from umpires' room that do not belong to you</li> </ul>
(12)	Show appropriate respect for others involved in the game, but always be aware of your colleagues when interacting with those people.	<ul style="list-style-type: none"> <li>• be approachable before and during the game, and be prepared to discuss matters with coaches, captains, players, and others involved in the game, but always be aware of your colleagues' views when interacting with others</li> <li>• be approachable after the game, and be prepared to discuss matters with coaches, captains, players, and others who were involved in the game, but always be aware of your colleagues' views when doing so</li> </ul>

## 5. INTEGRITY AND HONESTY.

You must act honestly and with integrity at all times, not just when umpiring. Being honest is about telling the truth and being truthful. Having integrity is about having strong moral principles based on honesty.

	<b>You are expected to:</b>	<b>To achieve this you must:</b>
(13)	Demonstrate the highest standards of integrity at all times.	<ul style="list-style-type: none"> <li>• always remember that you are there to uphold the Laws and Spirit of the Game, and that not only must you be fair and impartial, you must also be seen</li> </ul>

		<p>to fair and impartial</p> <ul style="list-style-type: none"> <li>• always be honest and fair in your interactions with colleagues and others involved in the game, even if that means admitting mistakes</li> <li>• not accept bribes, be aware of other situations in which people may be trying to use your position to obtain information for illicit purposes, and always be mindful of how your conduct may be perceived</li> <li>• report any approach made to you if you think there is any form of corruption involved or anticipated</li> </ul>
(14)	Demonstrate the highest standards of behaviour at all times.	<ul style="list-style-type: none"> <li>• demonstrate principled behaviour at all times, and be mindful of how your actions are likely to be perceived by others</li> <li>• treat your colleagues and others in the same way that you would wish them to treat you</li> <li>• say the same things face-to-face with colleagues as you do when they are not there</li> <li>• be truthful and honest when giving feedback and when preparing reports</li> <li>• not take things from the umpires' room that do not belong to you</li> </ul>
(15)	Be honest with yourself.	<ul style="list-style-type: none"> <li>• be truthful and honest with yourself when preparing your annual plan at the beginning of the season</li> <li>• be truthful and honest with yourself when preparing self-assessments after matches, in particular when thinking about what went well and what went</li> </ul>

		<p>less well</p> <ul style="list-style-type: none"> <li>• be truthful and honest with yourself when reflecting on your annual plan at the end of the season</li> </ul>
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## 6. KNOWLEDGE AND DEVELOPMENT.

You must keep your knowledge of the Laws and applicable Playing Regulations up-to-date, and be familiar with agreed interpretations. You must also work at improving all aspects of your performance, your knowledge of the game, and your knowledge of umpiring in particular.

	<b>You are expected to:</b>	<b>To achieve this you must:</b>
(16)	Keep your knowledge of the Laws and Playing Regulations up-to-date.	<ul style="list-style-type: none"> <li>• read the Laws and Playing Regulations regularly and keep up-to-date with any changes, for example by attending refresher courses on a regular basis</li> <li>• reflect on how you have applied the Laws and Playing Regulations in match situations, whether you dealt with everything correctly, or whether any aspect of your handling of the situation could be improved</li> <li>• reflect on how the Laws and Playing Regulations apply to hypothetical situations, perhaps situations that have arisen in other matches, or situations analogous to those you have had to deal with in matches</li> <li>• discuss the Laws and Playing Regulations with your colleagues and others when the opportunity arises</li> </ul>
(17)	Work to improve all aspects of your performance.	<ul style="list-style-type: none"> <li>• work to improve all aspects of your umpiring, not just those aspects that have been mentioned in colleague assessments or boundary assessments</li> </ul>

		<ul style="list-style-type: none"> <li>• carry out self-assessments regularly, being honest with yourself when doing so, and reflect on any feedback from other sources</li> <li>• as part of the process of self-assessment, reflect on your application of the Laws and Playing Regulations</li> <li>• work on your fitness and concentration</li> </ul>
(18)	Work to improve your knowledge of the game and of umpiring in particular.	<ul style="list-style-type: none"> <li>• read the Laws and Playing Regulations regularly and keep up-to-date with any changes, for example by attending refresher courses on a regular basis</li> <li>• learn from the history of the game, the history of the Laws, and the history of umpiring</li> <li>• learn from approaches to officiating in other sports, and think about whether any skills and techniques used by those officials can be translated for use in cricket</li> </ul>